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ABSTRACT

This occasional newsletter summarizes a variety of activities concerning women on campuses and in the job market across the United States. Topics covered in the newsletter are affirmative action and employment, education of women, coeducation and admissions, and sports. A number of specific reports of activities are found under each topic. For example, in this issue the section "Affirmative Action and Employment" includes State Agencies Bar Discrimination: Massachusetts Colleges to Pay; Educational Testing Service (ETS) Confirms That Women Earn Less; and American Sociological Association (ASA) Charts New Role for Professional Organizations. The newsletter and single copies of other materials are available free from the Project. (To be placed on their mailing list, write to Project on the Status and Education of Women, Association of American Colleges, 1818 R Street, N.W., Washington, D.C. 20009.) (ND)

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project on the status and education of women

on campus with women

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AFFIRMATIVE ACTION AND EMPLOYMENT

WOMEN'S GROUPS SUE HEW & LABOR DEPARTMENT FOR NON-ENFORCEMENT

Four women's rights groups and a national educational organization have filed suit in U.S. District Court against the Department of Health, Education, and Welfare and the Labor Department, charging the agencies with failure to fulfill their obligations under federal anti-discrimination laws.

The plaintiffs--the National Organization for Women (NOW), the Women's Equity Action League (WEAL), the Federation of Organizations for Professional Women, the Association of Women in Science and the National Education Association--along with four individual plaintiffs, filed a class action complaint on behalf of individual women who are, have been, or seek to be employees of educational institutions, as well as students, parents of students and taxpayers.

The suit is the first class action charging federal agencies with not fulfilling their legally mandated responsibility to end sex discrimination in education. The two federal agencies are charged with:

1) violation of Executive Order 11246, as amended, by failing to keep adequate records of compliance, to issue adequate regulations, to follow requirements for pre-award review of institutions, and to require institutions receiving federal funds to develop adequate affirmative action plans;
2) violation of the provisions of Title IX of the Education Amendments of 1972 and Titles VII and VIII of the Public Health Service Act by failing to issue final regulations to implement these statutes.

The plaintiffs contend that, despite the submission of over 550 complaints charging sex discrimination under these laws, HEW has never cut off federal funds to any of the institutions so charged. According to the plaintiffs, even in cases where HEW or the Labor Department finds evidence of sex discrimination against an individual woman, often they take no action to eliminate the discrimination. (HEW has approved only 14 affirmative action plans, although more than 900 colleges and universities have federal contracts.)

The suit seeks a court order to compel the two agencies to enforce the anti-sex discrimination laws, to issue final regulations to implement the laws or, alternately, that the Labor Department relieve HEW of responsibility for enforcing contract compliance.

CIVIL RIGHTS COMMISSION CRITICIZES HEW FOR NON-ENFORCEMENT

HEW's Office for Civil Rights continues to be the target of sharp criticism for failing to enforce the various laws and regulations prohibiting sex discrimination. In a 410-page report, the United States Commission on Civil Rights recommends that the Department of Labor "should consider revoking the authority it has delegated to HEW for enforcing the Executive Order" in institutions of higher education. The Commission's report, The Federal Civil Rights Enforcement Effort--1974, To Ensure Equal Educational Opportunity charges the Office for

ANN LONDON SCOTT

Dr. Ann London Scott, scholar and women's rights activist, died February 17, 1975, of cancer. Dr. Scott was Associate Director of the American Association for Higher Education, Vice President for Legislation of the National Organization for Women, a Board member of Common Cause, and a member of the Leadership Conference on Civil Rights. Dr. Scott, who has always been in the forefront in the struggle for the rights of women and the dignity of all people, will be especially missed in the Washington educational community. She was our friend, and we shall miss her, too. A special Ann London Scott Memorial Fund has been established in her honor. For further information, contact the NOW Legal Defense and Education Fund, 9 West 57th St., N.Y., NY 10019.

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Civil Rights (along with the Internal Revenue Service and the Veterans Administration) with failing to properly enforce Title VI of the Civil Rights Act of 1964, Titles VII and VIII of the Public Health Service Act (PHSA), Title IX of the Education Amendments of 1972, and Executive Order 11246.

According to the report, "HEW has repeatedly permitted civil rights violations by colleges and universities to continue without imposing sanctions." The report further noted that HEW has:

- failed to issue guidelines and regulations detailing the responsibilities of colleges and universities under the federal laws and the Executive Order.
- "failed to conduct in depth and regular compliance reviews of colleges and universities receiving Federal funds." For example, HEW has made only eight Title IX reviews (although 2,700 higher education institutions are subject to Title IX) and only three reviews under the amendments to the PHSA (although 1,500 colleges and universities are covered by Titles VII and VIII).
- failed to resolve complaints and to issue show cause notices to contractors with deficient affirmative action plans: from 1971 to 1974 HEW issued only two show cause notices, although their files indicated numerous violations.

Among the recommendations made by the Commission, HEW was advised to:

- issue implementing regulations for Titles VII and VIII of the PHSA and Title IX, and to revise implementing regulations for Title VI and the Executive Order;
- conduct annual compliance reviews of at least 25% of the colleges and universities who are recipients of federal funds where non-compliance is found, allowing no more than 90 days between notification of non-compliance and the beginning of sanction proceedings;
- develop detailed instructions for HEW staff for the conduction of compliance reviews;
- require all institutions receiving federal funds to submit quarterly progress reports on the status of implementation of their affirmative action plans;
- resolve all complaints pending at the beginning of a compliance review before approving compliance status, and
- cease the practice of clearing compliance status on the basis of conciliation agreements between the institutions and HEW.

Copies of the Commission's report are available upon request from Office of Information and Publications, U.S. Commission on Civil Rights, Washington, DC 20425.

STATE AGENCIES BAR DISCRIMINATION

Women and minorities who believe they have met discrimination on campus are increasingly turning to state anti-discrimination agencies, as well as federal agencies, for relief. For example, the Massachusetts Commission Against Discrimination (MCAD) and the Oklahoma Human Rights Commission have recently been active in higher education:

Massachusetts Colleges to Pay. TUFTS UNIVERSITY has agreed to pay $6000 to a woman who had filed a sex discrimination charge against the institution. Although MCAD did not find probable cause to support plaintiff Margaret E. Casey's original charges of sex discrimination in promotion and salary, it did find probable cause to support her subsequent charge that she had been fired because she filed the original complaint. Tufts has signed a consent decree and agreed to pay Casey $6000 for back pay and emotional distress.

SMITH COLLEGE has been ordered by MCAD to reinstate, with tenure, two women who were formerly associate professors of English, and award them back pay. MCAD found that Smith, a women's college, had discriminated against the professors on the basis of sex, noting in the decision that "certain subtle and not so subtle societal patterns exist at Smith and elsewhere which...serve to exclude women." The college plans to appeal the decision either to the full commission or the courts.

Oklahoma Agency Blocks Appointment of Three Male Presidents. The Oklahoma Human Rights Commission has asked the Oklahoma Attorney General to seek an injunction to prevent the Board of Regents for Oklahoma Colleges from finalizing the appointments of new male college presidents. The commission's request was prompted by a complaint filed last fall by the Oklahoma Women's Political Caucus. The institutions involved are Northwestern Oklahoma State, Central State and Southwestern Oklahoma State Universities.

IOWA ASSOCIATION CALLS FOR SALARY EQUITY

A state education association has called for an end to sex discrimination in employment in community colleges. The Iowa Higher Education Association made a preliminary study of professional employment in the state's fifteen community college districts and found significant patterns of sex discrimination. The survey found that 90% of the administrators, 74% of the student service personnel, 79% of the department heads and 68% of the instructors were men. Women employed full-time earned an average of $1475 less than men.

The association has asked the state legislature to demonstrate its commitment to ending salary discrimination by allocating $500,000 to equalize salaries. The preliminary report states that if women employees demanded back pay it would cost the state three times that amount.

WEAL CHARGES MINNESOTA COLLEGES WITH DISCRIMINATION

The Minnesota division of the Women's Equity Action League (WEAL) has charged the Minnesota State College System with a pattern and practice of sex discrimination. The WEAL complaint contends that the system has violated Title VII of the 1964 Civil Rights Act and Title IX of the Education Amendments of 1972, citing instances of unequal pay, disparate treatment of women in hiring and promotions and under-representation of women in administrative positions. WEAL has asked that the Equal Employment Opportunity Commission investigate its charges and that HEW declare the system ineligible for federal assistance until corrective action is taken. Other statewide college and university systems previously charged with sex discrimination include those of California, Massachusetts, New York, New Jersey, Florida, and Virginia.

SUBPOENA OF PERSONNEL FILES UPHELD

The U.S. Court of Appeals at Denver has upheld the district court action ordering the University of New Mexico to grant the Equal Employment Opportunity Commission access to personnel files. EEOC had requested access to the files in order to investigate a terminated faculty member's claim of bias because of national origin. The university had challenged the subpoena for the files on the grounds that it was "a fishing expedition." The district court had ruled that access to the files was proper, since information contained in such files possibly related to past employment practices. [Note: EEOC is forbidden by law from making public (other than in court) any information obtained from personnel files.]

STATE COURT FINDS ANTI-NEPOTISM RULE ILLEGAL

The New York State Supreme Court ordered the State University of New York to reinstate speech professor Joan

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Sanbonmatsu as a member of the staff of State University College at Brockport. Dr. Sanbonmatsu, whose husband was a tenured faculty member, had been given a "temporary" appointment, rather than a more desirable "term" appointment because of the university's anti-nepotism rule which prohibited husband and wife and other closely related persons from being regular members of the college staff at the same time. In a unanimous decision in the case (Sanbonmatsu v. Boyer), the court found that the anti-nepotism "rule had been applied unevenly and has resulted in discrimination against women" and that the "nepotism rule was discriminatory, unnecessary, and served no job-related purpose."

WOMAN SUES UNIVERSITY OFFICIAL FOR DENIAL OF TENURE AND HARRASSMENT

A woman who was denied tenure as an English professor at the University of Connecticut (Storrs) has filed charges against the university's administrators and trustees, asking for reinstatement with tenure and over $10,000 in damages. The suit, Lieberman v. Gant, was brought under the Civil Rights Act of 1871, Title VII of the Civil Rights Act of 1964, and the First and Fourteenth Amendments.

Lieberman claims that the decision to deny her tenure did not come as a result of her failure to meet department criteria, but because administrators resented her involvement with women's rights activities on campus. She maintains that, after the department's committee on promotion and tenure voted to recommend her for tenure, the department chairman and a former chairman of the tenure committee

> acted to prevent the award of tenure to plaintiff [Lieberman] and attempted to cloak their activities in the guise of an evaluation of plaintiff's scholarly and academic qualifications....Said efforts were not undertaken in good faith...and consisted in part, of introducing into records and statements about plaintiff...biased, irresponsible, and/or improperly selected statements adverse to plaintiff....

Following these efforts the tenure committee made an adverse tenure decision. Lieberman's attorney states that his client was "fighting against an invisible opponent in that those responsible for the denial of tenure to her were acting in secret and did not permit Ms. Lieberman to know what was being said against her or to respond to it."

Lieberman claims that in denying her tenure, departmental and university administrators deprived her of "due process of law, equal protection of the laws," and "freedom of expression and political activity."

Lieberman has also filed a class action complaint under Title VII on behalf of all faculty and professional women who are presently employed or have been employed or who might seek employment at the university.

MORE WOMEN FACULTY--STILL EARN LESS

Preliminary data from HEW's National Center for Education Statistics show that "there appears to be a trend toward the employment of more women in faculty positions." In the past two years the percentage of women in all ranks has increased from 22.3 in 1972 to 24.1 in 1974. However, the "salaries of women [faculty] relative to men have not significantly improved" in those two years. In 1972 women faculty earned 82.9 percent of men's salaries. In 1974 women faculty earned 83.2 percent of men's salaries. The disadvantage of being female was also reflected in the granting of tenure: 57.0 percent of the male faculty, but only 26.7 percent of female faculty, were tenured.

For further information, write to NCES, Office of the Assistant Secretary for Education, HEW, Washington, D C 20202.

ETS CONFIRMS THAT WOMEN EARN LESS

Confirming the findings of numerous other studies, an Educational Testing Service survey has found that women with doctorates earn thousands of dollars less than men with comparable training. The survey found that women with doctorates had incomes averaging $16,400 from salary and other sources. For men, the figure was $18,700. The size of this disparity increases over time: after 22 or 23 years of experience, the women's average income was $21,800, $5,300 less than the male average of $27,100. The study attributed this income differential to the fact that men are:

- more likely to hold high paying faculty or administrative posts;
- more frequently offered jobs from institutions with high salary potential;
- freer than most women to move from one campus to another or to leave academe entirely for higher paying jobs in private industry;
- more likely to supplement their salaries with consulting, writing or a second job; and
- less frequently discriminated against on the basis of sex.

Copies of the study are available for $3.50 from Educational Testing Service, Princeton, NJ 08540.

EQUAL PAY ACT = DOLLARS

In fiscal year 1974 $6.8 million in back pay was awarded under the Equal Pay Act to nearly 17,000 workers--most of them women. Strict enforcement of the Equal Pay Act by the Employment Standards Administration (ESA) of the Department of Labor continues: 541 equal pay complaints against colleges and universities are under investigation. ESA has also filed suit against Boston State College, charging them with violating the Equal Pay Act by paying women faculty less than men faculty in comparable positions at all four academic levels. Back pay is being sought for all affected women, including those who are no longer on the faculty but were employed when the act became effective in 1972.

MONTANA COLLEGE TO EQUALIZE SALARIES

Seventeen women faculty at Montana College (Billings) will share a total of $38,600 in back pay. The college's board of regents, with assistance from HEW's Office for Civil Rights, has negotiated an agreement which includes a system for equalizing the salaries of men and women on the faculty. The women slated to receive the back pay had previously been paid less than their skill, effort and responsibility warranted.

ASA CHARTS NEW ROLE FOR PROFESSIONAL ORGANIZATIONS

University of Maryland Censured. The American Sociological Association (ASA) continues to actively support affirmative action in academe. At their December (1974) meeting, the 13,000 ASA members voted to censure administrators at the University of Maryland (College Park) for their attempts "to obstruct the enforcement by HEW of laws against discrimination in employment." The university had applied for a court order to enjoin HEW from conducting on-site investigations of the university's employment practices and requiring the university to provide data about these practices.

Berkeley Department Investigated. In spring 1974 the Department of Sociology of the University of California at Berkeley was investigated by a joint committee composed of representatives from the Pacific Sociological Association and ASA's Committee on the Status of Women. The investigation was initiated by a complaint of sex discrimination

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filed by the League of Associated Women at Berkeley. The central issue of the charge concerned "secret hiring practices" which were contrary to university affirmative action guidelines. The department had advertised openings for two positions for which a woman and a minority male were recommended by the Personnel Committee. The committee's report states that the "department voted not to accept the nominees of the Personnel Committee and shortly afterward hired two white men who met neither of the publicized job descriptions."

The committee concluded that the Sociology Department had demonstrated "lack of good faith" in working for affirmative action. The committee pointed out that there was no provision within the university's affirmative action plan for administrative review of vitae and qualifications of candidates who were not selected. Consequently, they claimed that there was no way to be sure that women and minority candidates were not "unfairly judged."

To prevent the recurrence of such charges of discrimination, the committee recommended that the department:

- "formulate a definite statement of anticipated teaching and research needs for the coming years," listing these needs in terms of priorities and publicizing them when openings arise;
- "adopt an explicit and public policy both at the personnel committee level and at the departmental level, towards affirmative action," including goals and timetables based on reasonable estimates of availability of qualified women and minority applicants;
- include graduate students in departmental committees in order to prohibit "secrecy in deliberations which may later lead to charges of bad faith or inadequate attention to affirmative action."

THE INVISIBLE WOMAN

The Invisible Woman, a book which discusses sex discrimination in higher education employment, is available from Jossey-Bass Publishers. The book was written by Joan Abramson, who has filed a charge of sex discrimination against the University of Hawaii. Ms. Abramson discusses the details of her particular case, analyzes the responses of university administrators and faculty to charges of sex discrimination, and evaluates external grievance procedures presently available (e.g., federal enforcement agencies, the courts, the Equal Employment Opportunity Commission and the American Association of University Professors). The book is available for $12.50 from Jossey-Bass Publishers, Inc., 615 Montgomery Street, San Francisco, CA 94111.

WOMEN IN COUNSELING AND LIBRARIANSHIP

Even in professions where women predominate, the number of women who reach the top levels is surprisingly low. Data on women's participation in two professions illustrate this phenomenon:

- The number of women faculty in departments offering counselor education is far smaller than would be expected, reports Lynn Haun, Chairperson of the Commission on Women of the American Personnel and Guidance Association. Women comprise 9% of full time counselor educators, 14% of associate professors, 20% of assistant professors and 44% of instructors. The full report of the commission is available for 75¢ from Dr. Haun, 8335 Caribbean Way, Sacramento, CA 95826.
- Women librarians are usually paid less than male librarians, reports Anita Schiller in an article, "Women in Librarianship." In fact, the salary gap widens with experience: while women with less than five years of experience earn 92% of men's salaries, women with twenty or more years of experience earn only 70% of men's salaries.

Further data show that women librarians are loosing ground:

- 81% of deans and directors of library schools were men in 1970.
- Only one-third of the national library periodicals were edited by women in 1971--in 1950 about one-half had women editors.
- All of the fifty largest academic libraries were headed by men in the mid-1960's. Even the libraries of elite women's colleges were headed by men. (Since Schiller's study, one woman has been appointed head of a major academic library.)

"The evidence," writes Schiller, "is overwhelming. Women are being systematically eliminated from leadership positions in an occupation in which they constitute four-fifths of the membership." Schiller's article appeared in Volume 4 of Advances in Librarianship, available for $15.00 from Academic Press, Inc., 111 Fifth Ave., New York, NY 10003.

AAAS PUBLISHES ROSTER PROJECT FINDINGS

What is the purpose of rosters? What should be included in a roster? How can an employer best use rosters? These and other questions concerning the potential of rosters are discussed in the recently published report, Rosters of Minority and Women Professionals, by the American Association for the Advancement of Science (AAAS). The report is based on surveys made by the AAAS Office of Opportunities in Science, and the proceedings of a two day workshop involving roster-makers and equal opportunity specialists. Both the surveys and the workshops were underwritten by a grant from The Ford Foundation.

The report is aimed at those who use rosters for recruiting as well as at those who construct rosters. The feasibility of a comprehensive national roster of women and minority professionals is discussed in the section on recommendations, and the role of associations, foundations, federal agencies and potential roster-users in financing such an effort is examined. A list of available rosters is also included in the report. Copies of the publication are available for $3.95 from Office of Opportunities in Science, AAAS, 1515 Massachusetts Ave., N.W., Washington DC 20036.

HERS EXPANDS

Higher Education Resource Services (HERS) for Women has opened an office at the University of Pennsylvania to serve institutions and women academicians in the mid-Atlantic region. Patterned after HERS New England at Brown University, the new office will provide a referral service to identify qualified women candidates for vacancies at institutions in Pennsylvania, New Jersey, Delaware, Maryland, and possibly New York and the District of Columbia. The new project will function cooperatively with HERS at Brown.

HERS Mid-Atlantic, funded for two years by The Ford Foundation, is directed by Dr. Cynthia Secor.

A priority of HERS Mid-Atlantic will be placing women in high level administrative positions. Women are invited to register with HERS by sending their vitae to Dr. Secor, 4th Floor, One University City/T7, 4025 Chestnut Street, Philadelphia, PA 19174.

AAUW UPDATES CAUCUS LIST

The American Association of University Women has updated its list of "Women's Caucuses and Committees in Professional Associations." The list includes 90 groups which are comprised solely of women in the various professions or which have been organized within "parent" professional associations. For a copy of the list, contact Department of Higher Education, AAUW, 2401 Virginia Ave., N.W., Washington, DC 20037.

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JOB RIGHTS GUIDE

"Far too many women are completely unaware of their rights under the law," says Women's Bureau Director Carmen R. Maymi. In an effort to educate more women about their employment rights, the Women's Bureau has published A Working Woman's Guide to Her Job Rights. The 38-page guide highlights federal laws and executive orders which affect woman when they are seeking a job, while they are on the job, and when they retire.

Topics include entry employment, apprenticeships, pay and promotion, garnishment of wages, tax deductions for child care and household help, unemployment and disability insurance, Social Security benefits and private pension plans, and laws prohibiting discrimination. Single copies of the quide are available free from the Women's Bureau, Employment Standards Administration, U.S. Department of Labor, Washington, DC 20210.

MLA BOOKS FOR ACADEMIC WOMEN

The Modern Language Association's Commission on the Status of Women in the Profession has reprinted and revised Adademic Women, Sex Discrimination, and the Law. The updated version includes new material on Title IX as well as a checklist for monitoring college affirmative action programs. The booklet is available for $1.00 from the MLA Commission, T-21, Staten Island Community College, Staten Island, NY 10301.

Academic Women and Unions, another publication of the Commission, is a collection of articles written primarily by women which describes their experiences with collective bargaining. The book is available for $2.00 from the MLA Commission (address above).

WEAL REPORTS ON CONGRESS

Campus administrators, women's studies teachers and women on campus who want to keep abreast of pending legislation concerning women will find the Washington Report a useful publication. Published by the Women's Equity Action League (WEAL), the Washington Report provides up-to-date information on federal bills and legislation affecting women's rights in education and other areas. Subscriptions are $7.00 annually, from WEAL, 799 National Press Building, Washington, DC 20045.

AFFIRMATIVE ACTION IN ACTION

Women made up 42.4% of new faculty appointments at the University of Bridgeport (CN) this past fall. This brought the proportion of women faculty at the institution to over 30%, compared to the 1973 national average of 20%. Women were named to a wide range of departments, including biology, physical education and sociology.

CINCINNATI WOMEN ADMINISTRATORS ORGANIZE

Feeling a need to identify and communicate among themselves, women administrators at the University of Cincinnati organized last spring into the Association of Women Administrators. The organization has planned a series of professional development programs which will utilize consultants, association members and specialists in assertiveness training. Although the university itself has no women in the highest echelons of administration, and only two of the eighteen deans are women, the organization has nevertheless attracted nearly one hundred members. For more information, contact Marjorie Muntz, President, Association of Women Administrators, and Assistant Dean, University of Cincinnati, Cincinnati, OH 45221.

WOMEN'S WORK

- DR. EMILY TAYLOR, former Dean of Women at the University of Kansas, is now director of the American Council on Education's Office of Women in Higher Education.
- SR. M. CAMILLE KLIEBAN, O.S.F. has been named President of Cardinal Stritch College.
- DR. RITA J. WOLOTKIEWICZ is the first woman to chair Temple University's Athletic Council, which advises the university president and the athletic director.
- MS. KATHY KELLY, senior in the Experimental College at the University of Minnesota, is serving as president of the National Student Association during the 1975-76 year.
- DR. RUTH HUBBARD, the first woman to be tenured in the Biology Department at Harvard University, brings the total number of tenured faculty women at Harvard to ten. Commenting on her appointment in the Harvard Crimson, Dr. Hubbard said: "I don't know if affirmative action had anything to do with my being hired at this time, but being a woman had something to do with not being hired before."

EDUCATION OF WOMEN

TODAY'S WOMAN STUDENT

Four current reports help paint a portrait of today's woman student.

According to College-Bound Seniors, 1973-74 by the College Examination Entrance Board, women who began college last fall have higher educational aspirations than in previous years. Although women still reported less ambitious educational plans than men, the sex difference is decreasing. Also, for the first time, as many women as men took the Scholarship Aptitude Test last year. The report compared the scores and responses to fifty biographical questions of all seniors who took the SAT over the past three years. Copies of the report are available upon request from CEEB, 1717 Massachusetts Ave., N.W., Washington, DC 20036.

The College Research Center reports that today's woman students are "new breed." The women entering and graduating from college in the 1970's are seeking "nontraditional" avenues for career development, planning smaller families, and looking forward to playing a greater leadership role in community and society. CRC found that less than 24% of entering freshmen women in 1970 expressed a long-run preference for "a life centering on a home and family," compared to 37% in 1965. Data from four colleges showed that less than one freshman woman in five (19%) looked forward to being a housewife, while 53% projected a combination of career and marriage. For futher infomation, contact Kenneth M. Wilson, College Research Center, Educational Testing Service, Princeton, NJ 08540.

Data from another study further illustrate the desire of an increasing number of women to combine a career and family. In 1970, professors Arline Bronzaft and G.F. Epstein questioned a sample of 210 female graduating seniors of the City University of New York about their education and/or career plans. They found that 79% expected to pursue a career, marry and have children. Only 6% of the seniors saw themselves as "a housewife with one or more children." The Bronzaft-Epstein survey is reported in "College Women Want a Career, Marriage and Children," Psychological Reports, Vol. 35, 1974.

The 1974 Virginia Slims American Women's Opinion Poll also gives support to this new outlook. The poll found that college-educated women are more interested than less educated women in careers and are less rigid and traditional in their concepts of marriage and sexual roles. Young women today are more career minded, and placed less stress on childrearing than their mothers. A copy of the published

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report of the poll is available upon request from Tom Keim, Virginia Slims Brand Manager, Philip Morris, Inc., 110 Park Avenue, N.Y., NY 10017.

ACADEME: "INADEQUATE" FOR WOMEN?

Yes, according to Dianne S. Peters in And Pleasantly Ignore My Sex, an essay published by the University of Michigan's Center for the Study of Higher Education. In the 43-page paper Peters cites data from recent research in order to offer some answers to this perplexing question. She concludes that the data show that academic women are "systematically excluded from society at large, from undergraduate, graduate and doctoral study, from the academic marketplace, and finally from retirement benefits." Peters asserts that the research makes clear that this exclusion is not due to any failure or lacking on the woman's part, but is the result of "ambivalent, contradictory, and stereotyped attitudes and notions concerning what a professional woman is thought to be." Copies of the essay are available for $2.50 from the Center for the Study of Higher Education, School of Education, The University of Michigan, Ann Arbor, MI 48104.

HOLT AMENDMENT REINTRODUCED

Rep. Marjorie Holt (R-MD) has reintroduced into Congress an amendment which, according to women's rights groups, civil rights organizations, and HEW officials, would severely hamper enforcement of various anti-discrimination laws in educational institutions.

Holt introduced a similar amendment in the last Congress which would have barred the use of federal funds in "compelling" school systems to "classify" or "assign" teachers or students "by race, religion, sex, or national origin." The amendment would have also barred the use of federal funds to "prepare or maintain any records, files, reports, or statistics pertinent to the race, religion, sex or national origin of teachers...."

The potentially crippling amendment was fully neutralized by the passage of a motion (sponsored by Senators Hugh Scott (R-PA) and Mike Mansfield (D-MT)) to alter the amendment by allowing racial and sex-based assignment or classification in order to enforce the nondiscrimination provisions of federal laws.

The new version of Holt's amendment, H.R. 2213, would prohibit HEW from requiring, as a prerequisite for receiving federal funds, "a school, school system or educational institution to produce or provide access to any information or records which concern race, religion, sex or national origin..." This prohibition would cover records on enrollment, school assignments, disciplinary procedures, and employment of teachers and other staff. The bill permits HEW to obtain this information if the institution voluntarily agrees to supply it. Failing that, HEW can petition the appropriate court for permission to gain access to records, provided that HEW can produce evidence of discrimination. Women's groups are concerned that discrimination could be hidden under cover of law and that neither HEW nor women would have ready access to information needed to assess whether or not discrimination has occurred.

PEER TO WATCH SCHOOLS

The Project on Equal Education Rights (PEER), a new project sponsored by the NOW Legal Defense and Education Fund and funded by The Ford Foundation, has been established to monitor and publicize federal legislation banning sex discrimination in education. According to PEER director, Holly Knox, PEER will concentrate primarily on Title IX enforcement progress in elementary and secondary schools because of "the critical importance of a child's early education." The project staff will assess enforcement progress, pinpoint areas of weakness, and prepare in-depth materials on enforcement designed to meet the needs of national organizations. Groups and individuals concerned about these issues can receive the project's newsletter (PEER Perspective) and other material free of charge from Project on Equal Education Rights, 1522 Connecticut Ave., N.W., Washington, DC 20036.

ECS LAUNCHES PROJECT FOR WOMEN

The Education Commission of the States (ECS) has launched a new project, Equal Rights for Women in Education. Funded by The Ford Foundation, the project will help states insure equal rights for women by developing detailed summaries of federal and state laws concerning women's educational rights, as well as a model Title IX-type law and implementing regulations for enactment by states. The project staff will also compile a resource handbook for ECS which will detail key people, organizations and publications in such areas as employment, admissions, athletics, teacher training, career guidance programs and vocational education. For more information write Ms. Paula Herzmark, Director, Equal Rights for Women in Education, Education Commission of the States, 1860 Lincoln St., Suite 300, Denver, CO 80203.

UNCLE SAM LENDS A HAND TO END SEXISM IN SCHOOLS

HEW's Office of Education has awarded two contracts through its Women's Program Staff to help train school personnel to avoid sex discrimination. Both of these grants focus on elementary and secondary education. The American Association of School Administrators has received $146,705 to study instructional materials for sex bias and sex role relationships in the classroom and among administrators. For further information contact Ms. Beatrice Sebastian, Assistant Director, AASA, 1801 N. Moore St., Rosslyn, VA 22209.

The American Personnel and Guidance Association has received $181,872 to conduct workshops to train guidance counselors in non-sexist counseling methods. For details concerning these workshops, contact Ms. Mary Ellen Verheyden-Hilliard, Project Director, Sex Equality in Guidance Opportunities, American Personnel and Guidance Association, 1607 New Hampshire Ave., N.W., Washington, DC 20009.

ELIMINATING STEREOTYPING IN CURRICULAR MATERIALS

To expedite the elimination of sexist and racist stereotyping in textbooks and curricular materials used in schools, the Council on Interracial Books, Inc. has sponsored workships for parents, teachers, textbook publishers and librarians. The council, which is funded by the Carnegie Corporation of New York and The Ford Foundation, is also developing courses for teacher training programs on bias in educational materials and is designing testing criteria for detecting sex and race bias in books. For more information contact Bradford Chambers, Council on Interracial Books, Inc., 1841 Broadway, New York, NY 10023.

The Women's Action Alliance has designed "non-sexist, multi-racial" toys which can be used for teacher education as well as in the classroom. The materials show both men and women in both counterpart jobs and nurturing parental roles, present a variety of racial and ethnic groups, and show different family structures. The toys are available through Milton-Bradley Company. For further information contact Barbara Sprung, Director, Non-Sexist Early Childhood Project, 370 Lexington Ave., New York, NY 10017.

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project on the status and education of **women** | *association of american colleges* 1818 R STREET, N.W. - WASHINGTON, D.C. 20009

COLLEGE PROGRAMS MEET WOMEN'S NEEDS

Colleges across the country continue to initiate programs which meet the needs of women of varying backgrounds, ages and educational experience. For example:

DE ANZA COMMUNITY COLLEGE (CA) offers a comprehensive program for minority and/or poor women who wish to re-enter or begin college. De Anza's Women's Re-Entry Education Program offers counseling, child care, tutoring, orientation classes, and financial assistance to adult women. The curriculum stresses the positive values of the cultural backgrounds of the participating women. Further details of the program are described in the booklet, Concepts of the Women's Re-Entry Educational Program, available upon request from Beatrice D. Cossey, Director, WREP, De Anza Community College, 21250 Stevens Creek Blvd., Cupertino, CA 95014.

The UNIVERSITY OF TEXAS at Austin, through the office of the Dean of Students, offers Services for Returning Students (SRS). Designed to ease the re-entry of older students into the classroom, SRS offers academic and personal counseling, campus child care and group meetings where older students share their mutual problems. In addition, SRS offers a special course for "women in transition" -- for those women who have been recently widowed or divorced, or whose children have left home. For further details, contact Frances Plotsky, SRS Coordinator, Office of the Dean of Students, The University of Texas, Austin, TX 78712.

Helping women plan their lives is the purpose of ALVERNO COLLEGE'S program, "Making Alternative Plans" (MAP). According to Kathleen Casey Gigl, director of the Alverno Research Center on Women:

> Local women have indicated a need for a service which will assist them in assessing their ability to re-enter the job market or re-enter school... MAP is designed to provide these women with the final link in their search for redirection in life.

For more information contact Ms. Gigl, Research Center on Women, Alverno College, Milwaukee, WI 53215.

"Young Mothers Back to School," a segment of the UNIVERSITY OF WISCONSIN's Lifelong Learning Program, is "dedicated to seeking out, assisting and encouraging women who have interrupted their education." The program, developed "to help young mothers discover their vocational and personal talents," encompasses off-campus courses and independent study. Further details can be obtained from Mary Rollin, Coordinator, Young Mothers Back to School, University of Wisconsin-Green Bay, Green Bay, WI 54302.

MUNDELEIN Weekend College in Residence is an innovative way for either women or men to obtain a college degree. At the Weekend College students enroll for classes extending from Friday night to Sunday afternoon during five weekends over a 12-week period. (For a relatively small fee, students may reside on campus during these weekends.) Intervening weeks give students time for independent study and completing class assignments. Students can hold full time jobs and/or fulfill family responsibilities while earning credit towards degrees in business and management, communications and media, community relations, or humanities. For further information, write to the Director, Weekend College in Residence, Mundelein College, 6363 Sheridan Road, Chicago, IL 60660.

This winter, the COLLEGE OF SAINT MARY (NE) introduced a "mini-course" program designed to meet the needs of women in the Omaha area. The non-credit program extends from January through March and includes courses on women's legal rights, the problems of women who are full time homemakers, assertiveness training, careers for women, and women in politics. For further information write to the Dean of Continuing Studies, College of Saint Mary, 1901 South 72nd Street, Omaha, NE 68124.

WHAT'S IT LIKE TO BE A WOMAN ENGINEER, DOCTOR OR SCIENTIST?

There is increasing interest in the problems facing women who choose to pursue careers in male-dominated scientific fields. New support programs and research findings help to identify some of these problems. For example, did you know that:

- There were approximately 100,000 engineers in the United States in 1971, and of these, 0.5% were women.
- The percentage of active physicians who are women was 6.7% in 1969. A 1970 survey indicated that approximately one-third of these women were educated outside the United States, compared to less than one-sixth of the male physicians.

These are only samples of the wealth of data contained in Women in Engineering, Medicine and Science, a paper prepared for the National Research Council by Dr. Vera Kistiakowsky. The 64-page paper includes more than forty tables and charts containing a wide variety of data--e.g., degrees awarded to men and women in engineering, medicine and science, by specialties within fields; enrollment patterns of women at both the undergraduate and graduate level; and employment patterns of women scientists in universities and industry. The data, coupled with Kistiakiowsky's interpretations, give a comprehensive overview of women engineers, doctors and scientists. Copies of the report are available upon request while the supply lasts from the Commission on Human Resources, National Research Council, 2101 Constitution Avenue, N.W., Washington, DC 20418.

A nationwide study of women professionals in science and engineering is being conducted by the SCHOOL OF INDUSTRIAL AND SYSTEMS ENGINEERING OF GEORGIA INSTITUTE OF TECHNOLOGY. The study is designed to reveal information about the conflicting demands and discrimination perceived by women in these fields. For more information contact Esther Lee Burks, Research Associate, Office of the Dean, College of Engineering, Georgia Institute of Technology, Atlanta, GA 30332.

In an effort to increase the number of women in scientific fields, many schools are setting up special programs or courses. For example, last spring PURDUE UNIVERSITY offered a course, "Women in Science," which brought eighteen women scientists to campus to talk to women students about options for women in traditionally male dominated science fields. The experimental, federally funded course was designed to give encouragement and provide role models for female science students. Data gathered from the program will be evaluated to help improve counseling for all Purdue science majors. For further information contact Martha Chiscon, Assistant Professor of Biology, Purdue University, Lafayette, IN 47901.

PLANNING FOR WOMEN IN MEDICINE

The Center for Women in Medicine has published a resource booklet, Women in Medicine: Action Planning for the 1970's. The booklet, which was originally compiled for use at the center's first workshop in the spring of 1974, contains current statistical data, summaries of recent literature on women in medicine, recommendations from other conferences, studies on women in medicine, and a bibliography from the National Library of Medicine. The 155-page publication is available for $3.00 from the Center for Women in Medicine, Medical College of Pennsylvania, 3300 Henry Avenue, Philadelphia, PA 19129.

HAWAIIAN WOMEN IN MEDICINE

The official information brochure published by the University of Hawaii's School of Medicine is a good example of an attempt to recruit in a nondiscriminatory manner.

The 16-page booklet avoids the use of "he" almost completely, and consistently shows both males and females in the illustrations. There is a two-paragraph section on "Sex of Applicants" which clearly states that women are encouraged to apply, although they are not given preference. The brochure also states that "we believe there should be more women in medicine and we conceive it a part of our mission to encourage that trend." In carrying out this mission, the university has printed a poster, "We're Going to Be Doctors," which shows four women of differing racial groups. The poster has been distributed to high school and undergraduate campuses through the states and the South Pacific.

WOMEN'S COLLEGE PLANS MEDICAL SCHOOL

Texas Women's University has announced plans to establish a medical school in Fort Worth. The school's enrollment is projected to be at least 50% women. Students will be trained primarily as family medicine physicians, rather than as specialists, in order to alleviate the shortage of family doctors in Texas.

The new school should not have any difficulty recruiting women. The percentage of women enrolled in medical schools is now 18%, and some medical educators project that by 1980 women will comprise approximately half of medical school enrollment.

COLLEGES LURE WOMEN INTO BUSINESS PROGRAMS

More colleges are making a special effort to attract women into business and management programs. For example:

The BOSTON UNIVERSITY School of Management launched "an all-out effort to recruit women students," according to Dean Peter P. Gabriel. Their efforts have clearly produced results: 28% of their 1974 entering class was female. Additionally, the school plans to alter its "programs and policies to serve women's needs more effectively" by increasing the number of women faculty, assuring that financial aid and placement services are available equally to women and men, and establishing a maternity leave policy. Roberta Clarke, special assistant to the dean, notes that the MBA program is "particularly attractive to women when they can continue to work or raise a family while studying for a degree." Currently 75% of their female graduate students do so. For further information about the MBA program, contact Ms. Roberta Clarke, Graduate Programs Admission Office, Boston University School of Management, 685 Commonwealth Ave., Boston, MA 02215.

DARTMOUTH COLLEGE has received $75,000 from the Mobil Foundation for a three-faceted program to encourage women students to pursue careers in business and industry. The program includes:

- career conferences held twice during the academic year to enable women and men in management positions to discuss necessary skills and training with students and faculty;
- a Business-Woman in Residence Program during which businesswomen will make week-long visits to the campus, attend classes, and lecture and counsel students;
- a Mobil Scholars Program which will provide stipends of $2,000 each to five junior or senior women.

Other programs designed to encourage and train women undergraduates for business careers are described in Counseling Women for Careers in Business, a five-page booklet available upon request from the Women's Bureau, Dept. of Labor, Washington, DC 20210.

BANKING ON WOMEN

The National Association of Bank Women, Inc. (NABW) has been awarded a two-year grant of $232,000 by the Carnegie Corporation of New York to establish a model educational program for women in the banking industry. The program, utilizing a network of colleges, will offer training and credentials designed to prepare women in banking to move into the upper levels of bank management. The curriculum will combine several short on-campus management institutes with both traditional and new ways of acquiring academic credit: on the job experience, previously earned college credit, current college courses, banking industry schools, and independent study and research. The grant will also assist with building a couseling system for bank women.

The first model program will be located at Simmons College (Boston, MA) where Margaret Henning and Anne Jardim have already developed management courses designed to meet the needs of women. For more information write to the National Association of Bank Women, Inc., 111 East Wacker Drive, Chicago, IL 60601.

THE ORKIN LADY?

Women are now enrolled in the pest control technology course at Pennsylvania State University. The two-year program includes zoological and chemistry courses and six months of on-the-job training. An increasing number of women are entering the field of pest control and, perhaps in part because they necessarily deal with many women at home, they have been received with enthusiasm.

WOMEN AND "MOTHER NATURE"

A "non-traditional" field which is a "natural" for women is farming and agriculture. Enrollment patterns in schools of agriculture have changed in the past few years, and the increase in the number of women is significant. In 1973-74 the percentage of women enrolled in schools of agriculture was 20%: previously the number of female students was so small that it wasn't judged significant enough to count.

STUDY SHOWS RECRUITERS' BIAS

A study at Pennsylvania State University showed that, although it is clearly illegal, many recruiters continue to ask different questions of female and male job candidates. Penn State students in the fields of business, engineering and science who participated in interviews were studied by Jeanne Baker Driscoll of the Career Development and Placement Center. Driscoll found that interviewers discussed family plans with women, but not with men. Driscoll also found that, because recruiters "assumed" the men were planning long-range careers, it was not necessary to discuss their plans. "With the women," Driscoll stated, "there were no such assumptions. Some of the women's remarks demonstrate that several recruiters presumed that women would not be working for a long time." In fact, some interviewers brought up the topic "in an attempt to convince themselves that some women do plan to have professional careers." Not surprisingly, the majority of the women (60%) thought that at some time during the interview the recruiter was "discouraging them from employment because of sex."

ALUMNAE OR ALUMNI: WHO GIVES MORE?

A comparison of alumni contributions of Harvard and Wellesley does not support the myth that women contribute less to their alma mater than men do. Alumnae of Wellesley made a higher average contribution ($187.104) than alumni of Harvard ($170.14). Wellesley also had more than double Harvard's alumni participation rate: 56%, compared to 24% at Harvard.

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WOMEN'S STUDIES: ALIVE AND WELL

More colleges and universities are establishing women's studies courses or expanding women's studies programs. For example:

The Board of Regents of the UNIVERSITY OF WISCONSIN system has approved an administrative request for $298,500 to support an "Improved Women's Studies" program. The new budget provides for:

- developing a Women's Studies Center to focus on improving the instruction and research on women;
- initiating new women's studies programs on campuses presently without such programs;
- hiring a librarian-at-large to help identify and publicize resource information on women's studies.

The UNIVERSITY OF CINCINNATI established an interdisciplinary program of women's studies this past fall. The program seems to have attracted a sizeable number of male students: approximately 10-30% of the September enrollment was male.

The Clearinghouse on Women's Studies estimates that there are now over 5,000 women's studies courses being offered on college campuses.

A WOMEN'S STUDIES TREASURE HOUSE

The Feminist Press continues to expand its offering of women's studies materials. Their 1974-75 Catalog lists a wide selection of diverse publications, ranging from non-sexist children's literature to resources for teaching women's studies and training women's studies teachers. For example, an invaluable guide to women's studies, Who's Who and Where in Women's Studies, is available from the Press for $12.50 hardcover ($7.50 paperback). Current developments in women's studies are reported quarterly in Women's Studies Newsletter (annual subscriptions are $5.00 for individuals, $10.00 for institutions). Planned future publications include an anthology of syllabi and essays on women's studies in foreign language courses and a collection of creative and critical writing by students in women's studies. A copy of the 1974-75 Catalog is available upon request from The Feminist Press, SUNY/Old Westbury, Box 334, Old Westbury, NY 11568.

WOMEN'S CENTER FILES ON MICROFILM

The Women's History Research Center is offering two microfilm collections of 2000 files from its library.

The Women and Health Collection contains a wealth of information in such areas as women's physical and mental health, the health of black and third world women, nutrition, sexuality, abortion, aging and health care centers. The materials have been gleaned over a six year period from professional journals, mass media, "alternative" press, individual scholars and groups. The entire collection is available on thirteen reels for $400 (including a catalog). For more information contact Sheryn Sofia, Health Dept., Women's History Research Center, 2325 Oak St., Berkeley, CA 94708, or call (415) 548-1770. (Inquiries should include a self-addressed and stamped envelope.)

The first section of the Women and Law Collection is now available. "Section I: Law/General" includes information on such diverse areas as the Equal Rights Amendment, women lawyers and law students, jurors, divorce, marriage, children, name change, social security, taxes and credit. This section is comprised of seven reels which are available for $30 each. A Reel Guide to the section is also available for $10. For further information contact Joanne Schulman, Law Librarian at the Center (address above) or call (415) 524-7772.

WOMEN IN THE RECORD

The February 1975 issue of Teachers College Record contains six articles by academic women on women in a special section entitled "The Proper Study of Womankind." The articles, ranging from overviews of laws against sex discrimination to a new look at myths and socialization of women, include two by Project staff members: "Title IX: New Rules for an Old Game" by Margaret Dunkle, "Backlash in Academe: A Critique of the Lester Report" by Bernice Sandler. Copies of the February issue (Volume 76, Number 3) are available for $3.50 from Teachers College Record, Columbia University, 525 West 120th Street, New York, NY 10027.

BAY WOMEN PUBLISH GUIDE

The Palo Alto Resource Center for Women has published the 1975 Directory of the Bay Area Colleges and Universities. Researched and written by a team of volunteers, the 116-page guide contains information on degree programs, testing and financial aid, as well as bibliographic resources to career planning. The Bay Area Guide is available for $3.18 from the Resource Center, 499 Hamilton Avenue, Suite 204, Palo Alto, CA 94301.

AAAS COUNCIL CALLS FOR END TO AGE DISCRIMINATION

Because many women interrupt or postpone their academic study or careers in order to bear and rear children, they are frequently older than the average male when applying for scholarships, fellowships and other financial aid programs. Age limitations in such programs often immediately "disqualify" these women.

In an effort to curtail the discouraging effect of age requirements, the Council of the American Association for the Advancement of Science has adopted a resolution calling for the elimination of chronological age as a consideration for grants and fellowships. The resolution also recommends that AAAS investigate ways of creating institutional connections for qualified scientists who may lack them but who want to apply for research grants and fellowships. The Council stated that requiring a certain age and institutional affiliation "discriminates against atypical individuals, such as younger professionals, minorities, and women."

NEW FELLOWSHIP PROGRAMS FOR WOMEN

Two universities recently initiated fellowship programs especially for women. WASHINGTON UNIVERSITY (MO) and the Monticello College Foundation are jointly sponsoring the Mr. and Mrs. Spencer T. Olin Fellowships. Established in honor of the Olins' contributions to Monticello College, the fellowships cover tuition and carry a stipend of $2500 for women students enrolled in graduate or professional study at Washington University. For further details, write Graduate School of Arts and Sciences, Washington University, St. Louis, MO 63130.

The announcement of the Mildred B. Rickson Fellowship Fund at MICHIGAN STATE UNIVERSITY was greeted enthusiastically by potential candidates. The fund provides free tuition for one course to fifteen "mature women who want to start or resume college." A quarter of the hundred and fifty women who applied for the fellowships had never been to college before. For further information, contact Mrs. Mary Jackson, Comptroller's Office, Michigan State University, East Lansing, MI 48824.

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FAMILY PLANNING SERVICES STILL RARE

A 1973 survey by HEW's National Center for Health Statistics found that fewer than one-fifth of all institutions of higher education in the United States provide family planning services to their students. Nearly three-quarters of the 2753 institutions responding to the survey indicated that such services were not offered, although over two-fifths of that number indicated that students were referred elsewhere for birth control counseling. In an article which appeared in Family Planning Perspectives (Vol. 6, No. 3, Summer 1974), Gloria Hollis, a NCHS official, and Karen Lashman, an analyst with the Office of International Health of HEW, report the following findings from the survey:

- Institutions with large student bodies (10,000 or more students) were much more likely to provide family planning services than small institutions.
- Coeducational institutions were much more likely to provide family planning services than single-sex schools.
- All-female colleges were more than twice as likely as all-male colleges to provide family planning services.
- Universities offering advanced degrees were nearly twice as likely to provide contraceptive services as four-year colleges and almost four times as likely to do so as junior colleges.

Hollis and Lashman concluded that the lack of family planning services in such a large proportion of the nation's campuses may be due in part to a hold-over of "religious and ethical traditions which are no longer applicable in light of changing social norms and the changed status of women."

In recent years, students themselves have publicly protested to demonstrate the lack and the need for such services. For example, the New York Times (10/7/74) reported that approximately 1500 students at Tulane University (LA) protested the university health center's refusal to perform gynecological examinations unless students were "violently ill." Students held a second demonstration after learning that the health center was referring female students seeking routine pelvic exams and birth control counseling to the Tulane Medical School, which charged as much as $30 for the examinations and tests. Student protests ended when university administrators agreed to improve student gynecological services by providing a gynecology clinic five afternoons a week as part of the regular health service.

COEDUCATION & ADMISSIONS

ENROLLMENT OF WOMEN SWELLS

"Women will provide much of the enrollment impetus in the future," according to Dr. Garland G. Parker of the University of Cincinnati. Women now comprise 44.8% of the total enrollment in the 1456 four-year institutions participating in an annual American College Testing Program survey. Nearly three million women were counted on these campuses, a 6% increase over last year. Although there are still more male than female undergraduates, the increase for men was only 1.6%. Full-time women students increased by 4.1%; full-time men students by 0.3%. The most dramatic increases were seen in law, medicine, allied health and technological fields, business and theological schools. Not surprisingly, women led enrollments of part-time students in every category.

The survey also found that enrollment has risen in many women's colleges. Of 48 women's colleges, 50% reported increases and another 23% reported no change from last year.

MORE WOMEN IN GRADUATE & PROFESSIONAL SCHOOLS

Fall enrollment figures show that the number of women entering graduate and professional schools has continued to increase:

- The American Association of Medical Colleges reports that 22.2% of all first-year medical students this year are women.
- Women also comprise 22% of the first-year enrollment in law schools, up from 15.6% for 1973-74. None of the 124 schools accredited by the American Association of Law Schools remains all male. At HOFSTRA UNIVERSITY'S LAW SCHOOL 40% of the entering students were women and the total percent of women in the school is 32, twice the national average. Women were 32% of the first-year enrollment at the UNIVERSITY OF MINNESOTA'S LAW SCHOOL.
- Schools of Veterinary Medicine saw a similar increase in women students. At the UNIVERSITY OF PENNSYLVANIA VETERINARY SCHOOL 42.7% of the first year students are women. Women were 31% of those accepted this fall by the College of Veterinary Medicine of the UNIVERSITY OF MINNESOTA.
- The STANFORD GRADUATE SCHOOL OF BUSINESS reports that nearly 20% of the 1974 entering class was female, a far cry from one percent five years ago.
- At the UNIVERSITY OF MASSACHUSETTS-Amherst applications from women for the business and engineering schools showed increases as high as 75%.

ARE WOMEN QUICKER AND SMARTER?

Yes, according to a report by the American Council on Education. When researchers Elaine H. El-Khawas and Ann S. Bisconti surveyed 24,950 persons who were college freshmen in 1961 and 1966, they found that more women than men complete the bachelor's degree in four years, and that they earn higher grades while doing so. Among the 1966 freshmen 50% of the women, but only 41% of the men, received bachelor's degrees within four years. Among 1961 freshmen, 60% of the women and 47% of the men earned bachelor's degrees in four years. El-Khawas and Bisconti also found that although women had substantially higher grades than men in undergraduate courses, they were less likely to go on to graduate school and had lower career aspirations than men. Copies of the 156-page report, Five and Ten Years After College Entry, are available for $6.50 from the American Council on Education, One Dupont Circle, Washington, DC 20036.

SOCIAL SORORITIES AND FRATERNITIES EXEMPT FROM TITLE IX

University-based social sororities and fraternities are allowed to retain their single-sex membership under special exemption from Title IX contained in an amendment introduced by Senator Birch Bayh (D-IN). The amendment, which was signed into law by President Ford on December 31, 1974 as part of Senate Joint Resolution 40, also specifically exempts Girl and Boy Scouts, the YWCA and YMCA, and other single-sex youth service organizations whose members are chiefly under 19 years old. Although the membership composition of these organizations is exempt from Title IX, the employment and benefit practices of these groups are still covered by Title IX (as well as by other legislation prohibiting employment discrimination).

However, the membership exemption in the Bayh Amendment does not apply to:

- professional fraternities and sororities operating in institutions of higher education;
- recreational groups, such as the Little League; or
- single-sex adult organizations, such as the Jaycees.

A similar effort to exempt these groups was made earlier in the last session of Congress by Rep. Edith Green (D-OR), now retired. Green included a statement in a congressional committee report on an HEW-Labor appropriations bill, directing HEW not to enforce Title IX in connection with single-sex organizations and not to require coeducational physical

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education class. Secretary Weinberger rejected the Committee's statement, commenting that "It is not possible under our Constitution for Congress to change an unambiguous law by one or more members saying after the fact, 'We did not mean it'."

HARVARD MEDICAL STUDENTS CHARGE SEX DISCRIMINATION

According to a recent report, there is widespread discrimination against women at Harvard University's Medical School, School of Public Health and Dental School. The report, made after an investigation by the student task force of the Joint Committee on the Status of Women, stated that "the demeaning atmosphere caused by attitudes of condescension, hostility, role stereotyping and sexual innuendo" toward women were obstacles to equal education opportunity for women. Some of the 100 incidents of discrimination against women cited in the report were:

- the absence of adequate facilities for women;
- letters of recommendation which are often concerned with physical appearances and sexuality of women students rather than their academic achievement.
- educational counseling for women which is not of the same caliber as for male students.

According to the report such incidents resulted in creating an environment in which women were made to feel "that they are not fully welcome to study at Harvard" and violated Title IX of the Education Amendments of 1972.

COURT FINDS RESIDENCY RULE UNCONSTITUTIONAL

A university's residency rule, based on the presumption that a married woman's residence is the same as her husband's, has been found unconstitutional by a U.S. district court. The decision came as a result of a class action suit brought against the University of Pittsburgh, The Pennsylvania State University and Temple University by two women students who had married out-of-state residents and were subsequently charged a higher tuition rate. The court ordered the three universities to restrain from making residency determinations of married women on any basis other than objective criteria which could be applied equitably to all students. The court also ordered the universities to refund the two women the difference between in-state and out-of-state tuition.

UNIVERSITY AGREES TO EQUALIZE HOUSING RULES

In anticipation of complying with the final regulations implementing Title IX, Mississippi State University has agreed to issue new housing regulations permitting female students to live off campus on the same basis as male students. This agreement resulted from a class action complaint filed by MSU women students against the university because university regulations permitted male students to obtain housing of their choice, but restricted women students in their housing options. In handing down the decree, the district court ordered the university to refrain from taking disciplinary action against the women students and to remove any records indicating that they had violated (or were suspected of violating) the previous campus housing regulation.

BAN ON CHILDREN IN DORMITORIES RULED UNCONSTITUTIONAL

A New York state university regulation prohibiting children from living in dormitory quarters set aside for married students was ruled unconstitutional by a U.S. district court. The court determined that the regulation against children was "not reasonably related to any college goal and is therefore invalid." In deciding the case, the court found "no evidence that the presence of children would adversely affect the academic atmosphere," or that there was any "significant safety danger to children" in the dormitory suites. The court found that another concern expressed by the university administration (e.g., the lack of support facilities, such as play areas) was a reason to plan a family housing building on campus, but not a reason to prevent married students from bringing their children into existing facilities.

SPORTS

PENNSYLVANIA COURT RULES ON SPORTS FOR GIRLS

On March 19, 1975 the Harrisburg (PA) Commonwealth Court ruled that regulations barring girls from interscholastic sports--e.g., football, basketball--were unconstitutional. The ruling, said to be the first such action on a statewide basis, requires the Pennsylvania Interscholastic Athletic Association to delete or rewrite a section of its by-laws in order to bring them into compliance with the Pennsylvania equal rights amendment. As a result of the ruling, girls and boys will be permitted to practice and compete on the same teams. Although the decision was made in regard to athletics in elementary and secondary schools, it may well have implications for athletic opportunities in state supported colleges and universities.

COACHES TO GET EQUAL PAY

A U.S. district court in Delaware recently ruled that paying a female coach less than a male coach is a violation of the Equal Pay Act. In Brennan v. Woodbridge School District, the court found a public school district in violation of the act because it had paid a female teacher less for coaching the girls' softball team than the male teacher for coaching the boys' baseball team. The court said the jobs were substantially equal, and that the difference in pay was not a result of any difference in job performance. An injunction against future violation and back pay with interest were awarded in the case. In a similar action last spring, the New Jersey Division of Civil Rights ordered the Jersey Association of Interscholastic Athletic Leagues to adopt equal pay scales for women and men officials.

MORE DOLLARS FOR SPORTING WOMEN

Many universities across the country plan to increase their budgets for women's athletics in 1975-76. The following is a sampling of proposed budgets for women's athletics next year, budgets which were often only a few thousand dollars two or three years ago:

- UNIVERSITY OF WASHINGTON, $200,000
- UCLA, $180,000
- UNIVERSITY OF PITTSBURGH, $130,000
- THE PENNSYLVANIA STATE UNIVERSITY, $160,000
- OHIO STATE UNIVERSITY, $83,000 and
- TEXAS A & M, $200,000

A NEW SCHOLARSHIP SCORE FOR WOMEN

The growing number of colleges and universities that now offer athletic scholarships to women have found scores of skilled women athletics who qualify. At the UNIVERSITY OF MIAMI, for example, 700 women applied for the 26 available scholarships. Among the many schools that now award athletic scholarships to women are:

- UNIVERSITY OF ALABAMA -- 20 scholarships
- ARIZONA STATE UNIVERSITY -- 60
- UNIVERSITY OF HAWAII -- 50
- UNIVERSITY OF FLORIDA -- 30
- LONG ISLAND UNIVERSITY (NY) -- 30½
- MESA COMMUNITY COLLEGE (AR) -- 44

- UNIVERSITY OF NEBRASKA -- 40
- STEPHEN F. AUSTIN STATE UNIVERSITY (TX) -- 30
- UNIVERSITY OF NEW MEXICO -- 21
- THE PENNSYLVANIA STATE UNIVERSITY -- 15

WOMEN'S BASKETBALL JUMPS INTO TV

The first nationally televised women's intercollegiate basketball game was aired on January 26, 1975 when the Mizlou Television Network broadcasted the match between Immaculata College (PA) and the University of Maryland.

The precedent-setting telecast, shown in 28 of the top 50 national markets, was marred when Mizlou ended its coverage with less than two minutes left to play. Since the game was not competing with another major sports event, the interruption was puzzling and to some viewers, "infuriating." Television stations in the Washington, D.C., Baltimore and Philadelphia areas were "barraged" by phone calls from irate fans who had been watching the game. The final score was Immaculata 80, Maryland 48.

Vic Piano, executive producer of Mizlou, said there was some resistance from "some male chauvinists in some stations who can't understand why we want to put on a women's game." Said Piano, "I just tell them this is a harbinger of things to come in women's athletics."

WOMEN MAKE HISTORY IN THE GARDEN

On February 22 women made sports history when nearly 12,000 spectators witnessed the first women's intercollegiate basketball game ever held in Madison Square Garden. Immaculata College's (PA) basketball team retained championship status when they defeated Queens College (NY), 65-61. Immaculata coach Cathy Rush was as pleased with the size of the crowd as she was by the victory, reported the New York Times.

> We proved that people will pay to see women play basketball. When you're good, people will come to see you play.

(NOTE: According to womenSports, girls' high school basketball in Iowa outdraws boys' high school basketball.)

WOMEN'S SPORTS IS BIG BUSINESS

Two large industries are giving women's sports a big boost. Eastman Kodak has announced that it will sponsor a series of women's national basketball clinics. The clinics, which will be aimed at high school and college women in at least 21 states will include lectures by some of the top female and male basketball coaches in the country.

Colgate-Palmolive has initiated the Colgate Women's Games, a series of track and field meets open to all women in New York City's boroughs. Preliminary competition was held in January and the highlights of the final meet were telecast in New York in early March. Winners of each event received a $500 grant-in-aid to the school of her choice.

In other parts of the country local businesses are getting in on the act by cosponsoring (with colleges) classes in various women's sports. For example, Woodward and Lothrop (a department store in the Washington, D.C. area) and Northern Virginia Community College offered instruction in women's ice hockey this winter.

BETTER PRESS FOR WOMEN'S SPORTS

As women's sports continues to draw a wider audience, institutions are beginning to focus on improving press coverage of women's intercollegiate athletic events. At Pennsylvania State University, for instance, the Sports Information Office has compiled a special guide to assist the press in covering women's golf and field hockey teams during the 1974 playing season. The Penn State Lady Lion Press Guide contains a roster of each team, an "outlook" story, highlighting the teams' previous season and forecasting the upcoming one; a section on "players to watch" describing outstanding women athletes and their backgrounds; and brief descriptions of the playing records of opposing teams.

Supplementary information was provided to the press throughout the season by the Sports Information Office. For further details about the guide, contact Ms. Mary Jo Haverbeck, Sports Information Office, 112 White Building, Penn State University, University Park, PA 16802.

Athletic directors and coaches of women's sports are told "How to Make Headlines" by Nancy Scannell in the October 1974 issue of womenSports. Ms. Scannell, sports reporter for the Washington Post, describes in detail the steps involved in getting good press coverage for women's athletic events. She explains how to initiate contact with the press, how to work smoothly with newspapers and reporters, how to best use "stringers" and the wire services. Reprints of the two-page article are available for 50¢ each, postpaid, from Reprint Manager, womenSports, 1660 South Amphlett Blvd., San Mateo, CA 94402.

ADDRESS CORRECTION

Requests for copies of UCLA's Report to the Legislature on Women in Athletic Programs ($1.50 per copy) or the summary of the report ($1.50 per copy) should be addressed to Ms. Kati Perry-Haycock, Office of the Vice President - University Relations, University of California, Berkeley, CA 94720. Checks should be made payable to The Regents of the University of California. Requests for specific information on UCLA programs should be addressed to Dr. Norman Miller at UCLA.

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